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3 July 1951

MEMORANDUM

TO : Director of Central Intelligence

FROM : Director of Training

SUBJECT : Proposal for the Establishment of a Career Corps -
brief of.

A brief of subject proposal follows:

A BRIEF OF THE CAREER CORPS PLAN

THE PLAN

The goal set by the Director of Central Intelligence is the build-up of a corps of well-qualified persons interested in making a career with the Agency. Essentially, the action required to attain this goal is quadripartite:

- (1) Recruitment of extremely able young men and women from outside the Agency as potential Career Corps.
- (2) Identification of the most able persons already in the Agency as potential Career Corps.
- (3) Selection of members of the Career Corps.
- (4) Improvement of value to the Agency of members of the Career Corps by training, rotation and other experiences - as well as by a system of personal security and other career benefits.

The recommended solution stems from two fundamental decisions:

- (1) Only persons of GS-9 or above, with at least two years' distinguished service in the Agency, are considered eligible for Career Corps. (This is vital to Agency morale. Present Agency employees must not be given the false impression that this plan is for bright newcomers only.)

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- (2) A dual appraisal system is used to identify career corps potential: one, the supervisors' regular appraisal of his subordinates; the other, a system of Agency-wide annual testing and evaluation. (It is felt that a combination of these two systems will ameliorate the weaknesses that would characterize dependence upon either one alone.)

RECOMMENDATIONS

- (1) That the Director of Central Intelligence have this report studied by a person in whom he reposes confidence, and that he require from that person a recommendation that the proposed plan be approved or not approved.
- (2) That if he approves this plan, the Director of Central Intelligence appoint the following committee to implement:
- A. Director of Training
 - B. Director of Personnel
 - C. A representative of the covert offices, appointed by Deputy Director (Plans)
 - D. A representative of the overt offices, appointed by the Deputy Director of Central Intelligence
 - E. A representative of General Counsel
 - F. A representative of Assistant Deputy (Inspection & Security).
- (3) That if and when this plan is approved, copies be made and sent to the Assistant Directors and their major office chiefs for information and comment.
- (4) That the Director of Central Intelligence personally read the Introduction (pages i to v inclusive).

MATTHEW BAIRD

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